



DURHAM HIGH SCHOOL FOR GIRLS

APPOINTMENT OF HEAD

Durham High School for Girls
A Company Limited by Guarantee. Registered in England and Wales No. 6257502
Registered Office: Farewell Hall, South Road, Durham DH1 3TB. Registered Charity No. 1119995

INFORMATION FOR APPLICANTS

Durham High School for Girls is renowned educationally in the North East as a Centre of Excellence.

It is the only all girls' school in County Durham.

Durham High School was founded in 1884 by the Church Schools' Company and in 1910 the School's governing body took over and formed an independent school for girls.

It is a Church of England Foundation and takes seriously its role as a Christian school which welcomes girls of all faiths and none. Religious faiths are valued and respected, and we have a significant number of girls who practise faiths other than Christian.

The presence of the University and the Cathedral in the heart of the city, as well as strong professional and commercial interests, ensure that Durham is a thriving community and a centre of intellectual and cultural excellence. Pupils come not only from the city of Durham but also from a very wide surrounding area. The School enjoys a very good reputation locally, both for its academic results and for its friendly, caring atmosphere. Classes are small and pastoral care of pupils is given a very high priority.

Fifty years ago, the High School moved from the city centre to purpose-built premises on the edge of the city adjacent to the new Durham University Colleges. This began a period of development which included Rainbow Hill Nursery and the magnificent Schroeder Library.



We strive to help every girl achieve her personal best by providing a broad and balanced curriculum within a stimulating, secure and supportive environment which encourages learning without undue pressure. Success is achieved through personal responsibility, high expectations and a close partnership between parents and School. Emphasis is placed on self-discipline and the importance of kindness, concern and respect for others. The staff know the girls and their families well, and this makes for a happy school.

The School aims are:-

To create a friendly, caring community based on Christian principles where every individual is valued.

To develop the potential of every girl in all aspects of her life.

To encourage academic excellence and a life-long love of learning.

Durham High School provides a continuous education for girls from 3 – 18 and currently has 415 pupils on roll, of which 129 are in Junior House and 70 are in Sixth Form. The Nursery, Junior House, Senior House and Sixth Form are all on the same site, and virtually all Year 6 pupils progress to the Senior School. Similarly, it is also expected that a majority of Year 11 pupils will enter the Sixth Form.

Academic standards are high, and the School regularly tops the County League Tables in both GCSE and A level. In 2015 it had the best A' Level results in the whole of the North East. Pupils almost invariably obtain a place at the University of their choice; a number win places at Oxford, Cambridge and Russell Group universities.



The intake is selective and the School is keen to widen access as much as possible. There are means-tested bursaries, including some free places, to enable many girls to attend the School from a wide area. There are also academic scholarships available at 11+ and 16+, together with scholarships in Music, Performing Arts and Sport. Durham High School is unusual for a girls' school in that Ancient Greek is taught, and there has been considerable success in sending pupils to Oxford to study Classics.



There is huge enthusiasm for a very wide ranging number of sporting activities including traditional girls' sports of hockey, netball and tennis. This year the girls reached the National Netball Finals and the School can boast three Olympians as Old Girls. Competitive events are held throughout the year and there is a healthy rivalry between the four Houses—Booth, Heath, Neville and Tempest.

The musical life of the school is extensive and of a very high standard. There are four choirs (one of which sings Evensong in the Cathedral every year), several orchestras and an outstanding Drama Department. A number of plays are staged including the School's annual production which is performed over three days at Durham's Gala Theatre.

Other extra-curricular activities include: the Duke of Edinburgh's Award scheme, Debating Club, French Exchange and numerous trips abroad which have included Malawi, Sri Lanka and Barbados in recent years.



The opportunity to serve, both the immediate and wider community is an important part of school life as is raising money for various charities. The School enjoys excellent relationships with its parent body, the thriving Friends' Association and its Old Girls.

All staff are expected to be sympathetic to and supportive of the Christian ethos of the School and to model Christian values. They are encouraged to look for opportunities to contribute to the spiritual and moral education of the girls, in their teaching across all subjects. The School benefits from the services of an ordained Chaplain, who also teaches R.E. alongside the Head of Department, as all girls in the School receive some form of Religious Education.

When assemblies are held in Junior and Senior School, the styles of worship vary. At least one weekly assembly in Senior House is led by a form and assemblies are regularly led by girls in Junior House. Whole school services for Key Stage 2 through to 5 are held in the Cathedral - the Carol Service in December and the Leavers' Service in May. Other services are sometimes held in our Parish churches of St Oswald's and St Mary's.

The school ensures that the highest quality pastoral care is provided for all pupils and that every individual pupil has a sense that she is genuinely valued. All pupils are also constantly encouraged to treat other people with the same degree of care and courtesy as they expect themselves.

Facilities are very good and include excellent laboratories, ICT suites, library, performing arts studio and sports hall. In recent years there has been a complete refurbishment of the dining facilities and only this summer a brand new 'astroturf' was laid. The Old Girls' Association financed a splendid new set of steps leading down to the main entrance, which is next on the list for an upgrade.

The School was last inspected by ISI in December 2016:-

"Achievement is excellent across all sections of the School. Pupils are very well educated in accordance with the School's aims. Excellent teaching lies behind this, together with a challenging, stimulating curriculum for able girls and an environment that fosters their self-esteem. Pupils are enthusiastic, highly motivated learners. They apply themselves with vigour to their studies."

THE ROLE OF THE HEAD

This is an exciting opportunity for a visionary and dynamic leader to build on the outstanding strengths of this happy and successful school.

The new Head will uphold the Christian ethos of the School, maintaining the priority of creating a community based on Christian principles where every individual is valued and where the spiritual and moral development of each pupil is recognised as vitally important.

The Head is accountable to the Governing Body which consists of sixteen Governors, four of whom are nominated by:

- the Bishop of Durham;
- the Bishop of Jarrow;
- the Dean and Chapter; and
- Durham University.

The Head is Head of the whole school. The Head of Junior House, the Deputy Head, two Assistant Heads and the Bursar make up the current Senior Leadership Team.

The Head's specific responsibilities are:-

Educational Leadership

- Selection, appointment and development of the teaching staff;
- Evaluation of the standards of teaching and learning, ensuring that high standards of professional performance are established, appraised and maintained – thereby ensuring prominence as a leading school;
- Promotion of excellence in teaching and learning to ensure academic development, as well as the spiritual, moral, social, creative and physical development of the pupils;
- Promotion of courtesy, self-discipline and good behaviour with an emphasis on pupil outcomes;
- Creation of a stimulating, curious community eager to learn;
- Provision of a safe and secure environment that safeguards the well-being of the pupils and staff;
- Management and organisation of accommodations efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations; and
- Setting the required norms of behaviour and discipline for pupils and staff and ensuring that proper procedures are in place for enforcement.

Communications

- Maintain and build on relationships with the Parish, the Diocese of Durham, the Cathedral, University and feeder schools;
- Personally promote the interests and reputation of the school, particularly in the City and County of Durham;
- Ensure good communications between the School and parents of current and potential pupils;
- Uphold strong relationships with the Friends' Association and the Old Girls' Association;
- Develop marketing strategies to ensure outreach and quality, achieving optimum numbers;

- Maximise the opportunities offered by collaboration across the School and ensure a national and international perspective;
- Encourage new opportunities for the School to increase its non-fee income thereby creating new opportunities in the life of the city and county; and
- Liaising with educational authorities and relevant professional bodies. .

Governance

Deliver the Governors' vision by:

- Working closely with the School's Governing Body, informing, advising and ensuring it is fully briefed on all relevant matters;
- Overseeing the School's operation within the annual budget determined with the Governors;
- Working with the Governing Body to build relationships with the wider community; and
- Planning for the future development of the School.

PERSON SPECIFICATION

The successful candidate will:

- provide strong leadership in all areas of school life;
- actively uphold the Christian ethos and have a clear vision for leading an Anglican School;
- demonstrate passion for the education of girls;
- have a belief in and an understanding of independent schools;
- have high expectations and a clear view of educational excellence;
- be able to write and communicate well;
- have a sound academic record appropriate for a Head;
- demonstrate financial acumen and business nous, with an understanding of how independent schools are financed and managed;
- have the ability to plan strategically, communicate goals and execute plans effectively;
- be conversant with compliance procedures and issues; and
- be scrupulous as a leader entrusted with the lives of others, adhering to the Nolan Principles of Public Life.

METHOD OF APPLICATION

Please complete the School's application form and write a covering letter outlining your reasons for applying and what you feel you can bring to the post. This should be addressed to the Chairman of Governors, Mrs M Cummings and sent by email to bursar@dhsfg.org.uk

On the application form, please give the names of three people who can comment on your suitability for this post. Two should be professional (from different institutions) including your current or last employer, and the third should be a personal reference from someone who can attest to your Christian values such as a Parish Priest or Minister.

Visits to the school to meet with the Headmistress, Mrs L. Renwick, and/or the Chairman of Governors Mrs M. Cummings are welcome.

Remuneration

The remuneration paid to the person appointed will be commensurate with the importance of the post and with the experience and calibre of that person. The Head will be eligible for fee discounts for any of her/his daughters attending the school as pupils in accordance with the policy currently in place for all staff. The post offers membership of the Teachers' Pension Scheme and BUPA medical insurance. A relocation package is also available.

Closing date for applications: 4.00pm Wednesday 8 November 2017

Interviews will be held on: Monday 27 and Tuesday 28 November 2017

DBS

Durham High School for Girls is committed to safeguarding and promoting the welfare of children. The successful applicant will be subject to an enhanced DBS disclosure.

SCHOOL CONTACT DETAILS

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